



Brice Police Department

5990 Columbus St.

Brice, Ohio 43109

Phone: 614-864-0199

Fax: 614-864-0733

Acting Sgt. James Hughes Jr:

It has come to the attention of the Chief of Police that you have violated departmental policy. A Weingarten investigation was conducted and has found that you are in violation of the listed policy:

- Ohio Revised Code 737.19 - Failure to follow orders, gross neglect of duty, and incompetence as a supervisor

The Chief of Police has the authority, under ORC 737.19, to suspend any of the officers of the department for "incompetence, gross neglect of duty, gross immorality, habitual drunkenness, failure to obey orders given them by the proper authority, or for any other reasonable or just cause".

1. On September 30th, 2013, you were to schedule an officers meeting to address concerns with the department and the officers and you failed to do so.
2. I had advised you a month prior to October 1st, 2013, to write up Ofc Michael Budd and Clerk Gina Harville for attendance policy violations and you failed to do so.
3. A month prior to October 1st, 2013, I had told you to do a background investigation into an applicant and return it to me and you failed to do so.
4. On October 2nd, 2013, I told you to get me the details together about an arrest you had on an individual wanted by the US Marshals and you failed to do so.
5. On October 7th, 2013, I told you that you were to be available by phone and there have been several occasions where you have been hunting, or at physical therapy, or a list of other locations after we had scheduled administrative work to be done that day.
6. On October 10th, 2013, I again ordered you to issue write-ups to Budd and Gina and you again failed to do so.
7. I October 7th, 2013, I ordered you to review the cameras and see how many times Gina was late and compare it to her time card and you failed to do so.
8. On October 15th, 2013, I told you to speak with a supervisor at the FCMC Clerks office to resolve an issue we were having and you failed to do so.
9. On October 15th, 2013, you and Ofc Budd failed to interview a felony suspect after I directly told you both to make sure it was done and recorded.
10. On October 21st, 2013, I attempted to assign you to a position of assistant TAC officer for the department and told you I needed your OLN and you refused stating "I'm not trying to be responsible for others breaking LEADS rules".

11. On October 28th, 2013, you were scheduled to be at the station to help cover hearings and you failed to appear or call in.
12. On November 4th, 2013, you failed to attend a training class on behalf of the Village of Brice Police Department and caused the class instructor to call on November 5th to enquire as to why one of our Officers took a spot that was to be paid for in his class and failed to show up.
13. On November 15th, 2013, you called to notify me that Mayor Amy Evans had portrayed false information to me about an incident involving Ofc Budd. Upon further review, it appears that you excluded material facts regarding yourself and your involvement in this event including reading a work related text, directed at you, out loud in front of an Officer in training, the mayor, another officer and a police clerk.

- Regarding the above incidents, under the authority of ORC 737.19, I, the Chief of Police, do hereby find that you have been guilty of - Failure to follow orders, gross neglect of duty, and incompetence as a supervisor

It is the decision of the Chief of Police that you, Acting Sgt James Hughes Jr., be suspended, without pay, for a period of 7 days, to be served on days decided by the Chief of Police at his sole discretion. In addition to the suspension, it is the decision of the Chief of Police that you be stripped of your title of Acting Sergeant and returned to the rank of Patrolman immediately. You are entitled to have a Loudermill hearing, if you wish to respond to the allegations contained in this letter. If you wish to respond, you may do so in writing immediately or on or before November 25th, 2013, at 6:00PM. On November 25th, 2013, at 6:00PM, Mayor Amy Evans shall review all material in this matter and render a judgment in writing.

This letter will be forwarded to Mayor Amy Evans today, November 20, 2013, and a true copy will be served upon you, Ofc. James Hughes Jr via office email, on November 20, 2013.

Respectfully,

James M. Ebersbach
Chief of Police
Village of Brice

CC : Mayor Amy Evans

personnel file